Scott. II-27—30,004—24-10-44.

Development (1945) Department.

MS SERIES.

G.O. No. 382a

Dated 2-10-45

[Despatch Abstract.]

Estt. — Industries — Sericulture — Silk Filatures at Kollegal — Revision of Scales of pay of staff — Proposals of D.I.&C. — Orders

INDUSTRIES & COMMERCE **DEPARTMENT.** 19785 D/45 C.F. 30.

UNDER SECRETARY TO GOVERNMENT
28 MAR 1945
DEVELOPMENT DEPARTMENT

Received ....19 *Registered* 19

Subject.

INDUSTRIES - Sericulture - Silk Filatures at Kollegal - Staff - Revision of the scales of pay - Proposal - Submitting.

ENCLOS
No. ....
....
Spare copies ....

No. D.1.5526-44.

Station Chepauk, Madras., *Dated the* 26th March, 1945.

From (Name) A. Khaleeli Esq., I.C.S.,

(Designation) Director of Industries and Commer

To The Secretary to the Government of Madras

DEVELOPMENT Department.

Sir,

The General Manager, Government Silk Filatures and the Manager, Kollegal Silk Filatures, Kollegal consider that as the existing scales of pay of the Factory Staff employed in the Filatures are totally inadequate, they should be revised. They point out that though these scales were fixed in 1942, they were based on conditions obtaining long before that date and that there has been a tremendous increase in the cost of living since, more so in Kollegal to which all provisions and foodstuffs have to be brought over long distances either from Mysore or from other parts of Coimbatore District involving heavy transport charges.

2 They also point out that as Kollegal is an out of the way place, skilled personnel is not easily procurable to the extent necessary. Even when the services of such personnel are procured, they leave the place in a shortwhile in search o better jobs elsewhere. The Managers have therefore, suggested that attractive scales of pay should be offered to attract employees and to make them stick to their jobs.

3 Further, it has been urged that the nature of work which

the staff is required to discharge in these silk Filatures is very onerous, exacting and responsible. The members of the staff are required to keep longer hours; and considering the very responsible nature of work entrusted to them, it is imperative that they should be offered sufficient inducement to stay and work efficiently.

For these reasons, the General Manager, Government Silk Filatures and the Manager, Kollegal Silk Filatures are of opinion that there should be a substantial increase in the pay of the Factory Staff and have accordingly recommended that the revised scales of pay as detailed in the annexure be introduced. I am in entire agreement with their recommendations and request that Government may be pleased to sanction the revision of the scales of pay as suggested in the annexure.

Annexure.

Schedule of Factory Staff in the Filatures whose pay is proposed to be revised.

Serial Number	Designation of the posts.	No. of posts in Govt. Silk Filatures, Kollegal.	No. of posts in Kollegal Silk Filature, Kollegal.	Existing scales of pay.	Revised scales of pay.
				G.O. 5156 6-12-44	
1.	Chief Foreman. G.O. 4567 Dw 26.10.42	2 ✓		7/2-120	100-10/2-150
	Boiler Foreman.	1 ✓		5/2-70-7½-2/85	70-5/2-85-7½/2-10
	Foremen.	4 ✓		-5/2-60	55-5/2-70-7½/2-85
	Silk and Waste Store Assistant.	1	①	30-3/2-45-2/2-55	40-5/2-60
	Cocoon Store Assistant.	-	1 ✓	30-3/2-45	40-5/2-60
	Mechanic II Grade. G.O. 4559 26.10.42	1 ✓	-	45-5/2-50-7½/2-65	55-5/2-70-7½/2-8
	Mechanic III Grade. do	1	1 ✓	30-5/2-45	40-5/2-60
	Time Keeper.	3 ✓	1 ✓	28-3/2-37	40-5/2-60
	Assistant Time Keeper.	-	1 ✓	20-2/2-30	30-3/2-45
	Carpenter.	2	1 ✓	25-3/2-40	30-3/2-45
	Supervisors.	38 ✓	14 (10+4)	20-2/2-30	30-3/2-45
	Stokers.	8 ✓	3 ✓	19-2/2-25-½-30	30-3/2-45
	Assistant Carpenter.	-	1 ✓	12-2/2-18	20-2/2-30
	Denier Tester.	-	2 ✓	12-2/2-18	20-2/2-30
	Packer.	-	1 ✓	12-2/2-18	20-2/2-30
	Drivers. G.O. 510 7-2-44	3 ✓	3 ✓	40-2/2-50	55-5/2-70-7½/2-8
	Cleaners.	1 ✓	1 ✓	15/-	20-2/2-30
	Labour Recruting Assistants. G.O. 17 8-1-43.	2 ✓	-	40-5/2-60	55-5/2-70-7½/2-8

for Director of Industries and Commerce.

(6) Pl. issue
[illegible] .4.45

Memo. ~~No.~~ 197~~550~~/45 ~~dated 16~~-4-45.

Sub: Industries – Sericulture – Silk Filature at Kollegal – Tempy. Staff – Revision of Scales of pay

pp 1-2 cf. Ref   From the D.I & C., no. D.1.5526-44 d 26.3.45

17

'M' on p 5 nf

~~It is observed that~~ the present scales of pay were fixed only in 1942 during the period of the war and dearness allowance has since been granted to the staff to compensate for the ~~higher~~ increase in the cost of living. The D.I & C. is requested to state how the salaries offered by the ~~Kollegal~~ Silk Filature at Kollegal compare with those offered for similar ~~jobs~~ posts in Mysore. He is also requested to ~~state~~ ~~whether~~ report specific instances, if any, where there have been ~~any~~ frequent changes in the personnel of the factory staff, ~~giving~~ ~~concrete instances of men~~ on account of their employees seeking ~~jobs~~ elsewhere.

'X' on p 5 nf

And to state whether he has considered the possibility or desirability of applying the provisions of the Essential Services Ordinance to the factory

13/4/45

~~The D.I & C.~~

R 16-5-45

PTO

~~Staff to [illegible]~~ [illegible]

Sub: Industries - Sericulture - Silk Filatures at Kollegal - Temporary Staff - Revision of scale of pay.

Ref: From the D.I.&C. No. D.1-5526 dated 26-3-45.

16-4-45

To the D.I.&C.

R 15-5-45

~~It is observed~~ that the present scales of pay were fixed only in 1944 and dearness allowance has since been granted by the Government for the higher cost of living. The D.I.&C. is requested to state how the salaries offered by the ~~Kollegal~~ Silk Filatures at Kollegal compare with those offered for similar ~~[illegible]~~ posts in Mysore. He is also requested to ~~state~~ report specific instances, if any, whether there have been frequent changes in the personnel of the factory staff on account of their seeking ~~[illegible]~~ employment elsewhere.

Also to state [illegible] the [illegible] possibility and desirability of [illegible] of the Government Servants [illegible]

SECRETARY TO GOVERNMENT
6 OCT 1945
DEVELOPMENT DEPARTMENT

C.F. 32 (a).

Industries & Commerce Department

From (Name) A.Khaleeli Esq., I.C.S.,

Designation Director of Industries
and Commerce,

Station Madras.

Received — Registered 54081 D/4

To

The Secretary to Government,
Development Department.

Enclosures :

No. D.1.5526-44 dated 4th September 194

Sir,

Sub: Industries - Sericulture - Silk Filatures at Kollegal - Temporary staff - Revision of scales of pay - Regarding.

Ref: Government Memorandum No.19785-D/45-6, Development, Dated 16th April 1945.

--

pp 3-4 above
x, t p7 below

M

The enclosed statement furnishes information as to how the salaries offered by The Silk Filatures at Kollegal for some of the posts compared with those offered for similar posts in Mysore. A perusal of it would show that the scale of pay offered for the technical posts in the silk filatures in Kollegal is generally lower and needs revision.

2 The General Manager, Govt. Silk Filatures, Kollegal reports that certain applications received by him from some of the staff for appointment on better scales of pay elsewhere had to be withheld in the interest of filature work.

p.t.o.

There have been no specific instances of change in the personnel of the factory staff, though attempts to get out of the filature service were not wanting. There is therefore no need for the application of the provision of the Essential Services Ordinance to the Factory Staff.

5.9.45

for Director of Industries & Commerce.

5/9.

c.v./5-9.

5/9.

Filatures at Kollegal.			Mysore Silk Filatures		Chennapatna Silk Filatures.		Govt. Silk Filatures, Kankanahalli.	
Description of appointment	Present scale	Scale of pay recommended.	Description of post.	Scale of pay.	Description of post.	Scale of pay.	Description of post.	Scale of pay.
Chief Foreman	85-120 + da 18	100-150	Factory Manager B. Grade	100-7½/2-150.				
Boiler Foreman	55-85 + da 18	-70-100	C "	70-7½/-120	Factory Asst.	75/-		
Foreman	40-60 + da 18.	55- 85	Factory Asst.	50-5-75	"	75/-		
B Supervisor	20-30 + da 16	30- 45	Senior Supervisors A Grade Supervisors	40-4-68 30-3-60	Supervisors	30-2½-45	Chief Supervisors Basin Supervisors	Rs.50/- plus D.A.Rs.10/- Rs.30/- plus D.A.

Pl. issue G.O.
Ms 2/10/45
17/5 2/F

pp 1-2 cf
× pp 5-6 cf

Orders in ① on
at pp 7-8 nf.

Sub: Estt. – Industries – Sericulture – Silk Filatures at Kollegal – Revision of scales of pay of staff – Proposals of D.I.&C. – orders passed

Read: From the D.I.&C., no. D.1.5526-44 d 26.3.45 & 4.9.45

Order no. 3822 Ms. Devt 2.10.45

~~The scale of pay offered by the Govt. with the dearness allowance to the staff of the silk filatures at Kollegal do not compare badly with those offered in Mysore State. The Govt therefore consider that the present scales may continue, unless and until the dearness allowance is revised~~

The Govt do not see any justification at present for a general revision of the scales of pay of the staff of the two silk filatures Kollegal. ~~at present~~ They direct therefore that the present scales of pay may continue ~~unless and~~ until the dearness allowance is revised.

Ms
29/9/45

30.9.45

To, The D.I.&C.
one spare copy

1 Oct

G. 1/10/45

Dev Dept

Sub: Industries – Sericulture – Estt. – Silk Filatures at Kollegal – Tempy. staff – Revision of Scales of pay – of D.I & C.

19785 D/45 pp 1-2 cf. Ref: From the D.I & C., No. D.T. 5526-44 dt 26/30/45

To Addl. S.S.

Please see the D.I & C's letter at pp 1-2 cf. For the reasons stated at 'A', 'B' & 'H' on p 1 cf and at 'B' on p 2 cf, the D.I & C. proposes that the scale of pay of the factory staff at both the Govt. Silk Filatures, Kollegal and Kollegal Silk Filatures, Kollegal should be revised as indicated in the annexure on p 2 cf. ~~The question is a general one and the Salaries Committee recently constituted would have made its recommendations on the matter. It is for orders, whether the question will be examined apart from the recommendations made by that Committee or whether the matter will be considered only after recommendation of the Committee specially constituted for the purpose of general revision of scales of pay are known.~~ B

~~The case may be sent also to Finance~~ [illegible]

S. put up

Orders of Govt on the recommendations are still awaited.

5/4/45

[illegible] The following [illegible] are [illegible] from the reasons adduced by the D.I & C. [illegible] A on p 1 cf [illegible] Govt have sanctioned dearness allowance [illegible] addition to pay, [illegible] Servants and an increase in the rate of [illegible] allowance is under contemplation. This argument seems untenable. For orders.

B on p 1 cf As pointed out by the D.I & C, The rates of pay of the Staff in both the Silk Filatures were fixed in 1942 — during the war period — and due regard was paid in ~~[illegible]~~ adopting Standard Scales of pay with reference to the duties attached to the posts. The Govt also recently considered the general revision of the Standard Scales of pay ~~of Govt~~ and have not announced their decision yet. If any revision in the basic scales of pay is ordered, the Factory Staff will also benefit under it. No adequate grounds appear to exist for a differential treatment in this case. For orders.

Scales are to [illegible]

M on p 1 cf: Most of the Factory Staff get trained after they join service in the Silk Filatures. If the claim put forth on the ground specified at M on p 1 cf is conceded, it will provide an opportunity for them to raise such claims from time to time. For orders whether this reason will be accepted.

— as rep i'ble.
[illegible]

These filatures are on war work and the staff were under the Essential Ordinance anyway

B on p 2 cf: The Silk Filatures at Kollegal, being factories, are working for specified hours in the day as prescribed in the Standing orders at p 2 cf. The Staff as specified ~~in the~~ conditions of service will have to work only during the ~~[illegible]~~ hours of working. So far no representations have been made by the D.I.S. that the Silk Filatures worked in double shifts or overtime. There does not therefore appear to be any reason to support the statement that the Factory Staff work large hours.

Standing order No. on p 2 cf (F)
& p [illegible]

B on p 2 cf

The Government have made their control

Other factories such as the K.S.D. Calcutta, The [illegible] [illegible] Calcutta, & [illegible] [illegible], [illegible] the ~~[illegible]~~

X on p 2 of ~~[illegible]~~

~~[illegible]~~

[illegible] concerned.

[illegible] whether the

X on p 2 of [illegible] proposal [illegible] be accepted. If so, the case may be sent to the Dept. for [illegible]

[illegible] I find [illegible] Section recently [illegible] 4.41 [illegible] the R[illegible] C.S. [illegible] extensive proposals for revising scales of pay. If I remember rightly the proposals were [illegible] of [illegible] that the scales of pay of the posts [illegible] were under consideration of the Salaries Committee

ii. I presume that the scales of pay of all the staff comprised in these proposals were also considered by the Salaries Committee?

iii. Re-submit through B w.r.t Para i above and with comment on Para ii above.

1.5

6.41

To Addl. [illegible]

Query on p 2 above: submitted that the factory staff [illegible] under the essential Services ordinance — vide Section 3 of the ordinance put up at Ⓛ

* at p 1 of 5 i)

K

7

To Addl. W.S. [illegible]

orders on p 3 above:- Regarding 'A' on p 3 above, it is submitted that, ~~the scales of pay were generally considered by the Salaries Committee and those of the staff relating to these proposals were included in them. It is understood that the general revision of the scales has been dropped for present.~~ particulars of the existing scales of pay of the permanent and temporary staff employed in the Dept of Industries & Commerce were furnished to the Spl officer appointed for revision of Salaries. The Salaries Committee, it appears, have considered generally the revision of the basic scales with ref to the existing scales. No definite information is at hand that the scales of pay of the staff of the Silk Filature were specifically considered [illegible]. Even otherwise, it is understood that the general revision of Salaries has been dropped by the Govt. for the present. — reference by A.S. in one of the files — No official [illegible]

Sd
6-2-45

~~[illegible]~~

Para (1) of ADD. under Secy's note at p 3 above:- Thro. B Sn (H) re: B on p 3 above [illegible] Section

G.O. no. 309 (Ms), Devpt 25-1-1945, containing the Registrar's proposals for revision of pay of the gazetted Officers and the non-gazetted staff in the Coop. Deptt is put up. Attention is invited to the D.O. to the Regr at p 4 C.F. and the notes at pp 6-9 N.F. of (H) the G.O. ibid.

Sd
9-4-45

N.F. & C.F. from Pp. 1 may be read. If proposals for revision of salaries in ~~this Department were submitted, we~~ may receive similar references as regards the revenue other factories and workshops etc under Govt. control or ownership. The present scales of Pay wages were fixed only in 1942 and dearness allowance is a practice since followed to compensate for higher ~~standard~~ cost of living. There seems no reason why these proposals should be admitted at present for consideration except the point raised at "R" on P.I.S.F. But as the filatures are on war work it would seem that the employees would be brought if necessary under the Essential Services ordinance.

Point this out to the [illegible]

For orders as to whether this Dept. may not support the proposals of the J.I.C.

R S
10.4.45

How do the salaries offered by the Corporation compare with the salaries offered for similar jobs in Mysore? Have there been frequent changes in personnel? — (Let us have concrete instances) men seeking jobs elsewhere).

P. 11/4/45

To Addl. U.S.

With reference to queries above, a draft memo to the D.I.&C. is submitted below for approval

16/4

13/4/45
12.4.45
15

Issued as Memo No. 19785-D/45-1 d [16.4.45]

[From the D.I.&C. no. D.1.5526-44 d 4-9-45]

To U.S.

Regarding the Secretary's queries at 'X' on p 3 above, please see the memo issued to the D.I.&C. at pp 3-4 c.f. and his reply thereto at pp 5-7 c.f.

The proposal in this case for the revision of scales of pay of the staff in the Silk Filatures at Kollegal was recommended by the D.I.&C. mainly on the following grounds

(i) the scales of pay fixed in 1942 did not take into account the high cost of living which have prevailed in Kollegal since then. para 1, p 1 c.f.

(ii) Skilled personnel leave their job at Kollegal for better scales of pay elsewhere. para 2, p 1 c.f.

2/ As regards item (i) above, dearness allowance granted will compensate the increase in the cost of living & this ground is not sustainable. As regards item (ii) above, the D.I.&C. has been at pains to strike a comparison between dissimilar posts at Kollegal & in Mysore Filatures and has not been able to show convincingly that the rates of pay offered in Mysore are higher. — Vide statement at p 7 c.f. The D.I.&C. has not been able to cite concrete instances of persons leaving Kollegal for better pay elsewhere. In the circumstances, it is for consideration whether there is any strong case for revision of salaries as suggested by D.I.&C. at pp 1-2 c.f. Reference is also invited to U.S.' note at pp 4-5 above as to the possible effect of such revision on this case. The [illegible] may also see the case for remarks.

1A

Vide S4. at p 7 c.f. & para 1, p 5 c.f.

Please see c ~~(this information at p. 7 c.f. PICE was decidedly misleading on this point)~~

For orders as to whether this Dept. need support the proposal.

LS
12/4

1285-D/45 A

The case for raising the scales of pay is weak. Fin may see for remarks.

8. 15/9/45

Fin

Dev. No.
19785 D/45-5
17.9.45

Fin (E II)

ASST. SECRETARY TO GOVERNMENT
18 SEP 1945
FINANCE DEPARTMENT

Please see the proposals of D. I & C on pp 1-2 c.f. for the revision of pay of staff in the Silk Filatures at Kollegal. ~~[illegible] are the [illegible] of D.C.S. on page 6 above.~~

For the reasons given in para 2 on p. 6 above there ~~[illegible] appear~~ are no sufficient grounds for the revision of

4192/Fin

the scales of pay of the staff at the two Silk Filatures at Kollegal - Please see statement on page 7 c.f. Finance may agree with the view of Dev. Secy at A above.

C/1554-9

WP
20.9.45

Dev. Dept

57806-I/45

ASST. SECRETARY TO GOVERNMENT
21 SEP 1945
DEVELOPMENT DEPARTMENT

Dev
4193/E II
20.9.45

To U.S.

'X' in p2 c.f. This file relates to the proposal of the D. I & C. to revise the scales of pay of the factory staff at the two Silk Filatures at Kollegal. The reasons for the proposal are given at pp. 1-2 c.f. The main grounds on which the D. I & C based his recommendation

'A' in p1 c.f. are (i) Increase of cost of living

'M' in p1 c.f. (ii) Tendency of the technical staff to migrate to other places where more attractive salaries are offered.

Item (i) above: As the Govt have sanctioned ~~the~~ dearness allowance

'A' in p6 above to meet this increase of cost of living it is ~~held~~ considered that this argument for revision of scales of pay as indicated in the annexure on p2 c.f. is untenable

✓ pp 3-4 c.f. Item (ii) above: The D. I & C. ~~has been~~ was asked to substantiate this statement by reporting specific cases of ~~migration~~ persons having left for better pay and the scales prevalent in Mysore. His reply to this enquiry is at pp. 5-7 c.f.

'A' above ~~It is held~~ Dev. Dept consider that the case for raising the scales of pay of the staff in the two Silk Filatures is weak

note above .15 Finance also agrees with this view.

It is therefore for orders whether the D. I & C's proposal at 'X' in p2 c.f. ~~may~~ will be negatived.

24/9/45 25.9.45

26.9.45

8. 27/9/45 with the allowance, our scales do not compare badly with Mysore scales.

8/ ~~Continue~~ [illegible] unless & until [illegible]
Decision on Mason [illegible] is [illegible]

6/11/5

To A.S. [illegible]

~~With reference to orders [illegible]~~ above, a draft order is submitted below for approval [illegible]

[illegible]

7/9/45 30.9.45

110 [illegible]

[Issued [illegible] G.O. [illegible] 3872 Ms. Dev. d. 22-10-45]

p. 9 - II